



BC SOCCER

**2016 Candidates for the
Board of Directors**

May 12, 2016

Updated May 20, 2016

Foreword

May 20, 2016

Dear BC Soccer Members,

BC Soccer has received candidate papers from the following individuals who are candidates for the Board of Directors and have expressed their intention to formally declare:

President	Kjeld Brodsgaard	Page 3	Director:	Chuck Bennett	Page 20
President	Aiman El-Ramly	Page 8		Don Dancey	Page 23
VP Finance	Chris Appleby	Page 13		Carlos Grosso	Page 25
VP Youth	Rob Lennox	Page 15		Edward Kennedy	Page 27

The elections process will commence with that of the President and proceed through the Executive to that of Directors. While the normal term of office is two years, the outcome of some elections may dictate a one-year term of office. Candidates who are not successful in their challenge for a specific position may challenge for another position as it becomes open for election.

Consistent with past practice, an individual may be nominated directly from the floor at the **Annual General Meeting** which is to be held on **Saturday, June 11, 2016**, at the **Delta Burnaby Hotel and Conference Centre, 4331 Dominion Street, Burnaby, BC**. While this may be done, the membership has indicated a strong preference for candidates to declare their interest well in advance of the AGM. Following this process allows the membership to give greater consideration to each candidate.

As you know, there are a variety of positions on the BC Soccer Board of Directors up for election at the 2016 AGM. BC Soccer has compiled the following candidates' applications that have been received to date for you to compare the various candidates' qualifications, experience and visions for BC Soccer. As a democratic organization, we believe that it is important for you, the membership, to be able to exercise an informed vote. The candidates' information is provided to you to further that goal. Please take the time to review the candidates' information, distribute it and discuss it as necessary within your networks to best inform your vote. If you wish to contact candidates in advance of the AGM, you are of course welcome to do so.

Important note: in addition to the All-Candidates Meeting that will take place as part of the AGM, **BC Soccer will be hosting an All-Candidates at the BC Soccer office on Wednesday, May 25th, 2016 at 6:30pm** where you can pose further questions to the candidates.

Best regards,

Rob Brown
Chair, Nominations Committee
BC Soccer

Kjeld Brodsgaard

NOTE – This individual intends to formally resign current board position directly prior to the elections on June 11, 2016

CANDIDATE FORM

Name of Candidate	Kjeld Brodsgaard	
Address	270 Plowright Rd	
City & Postal Code	Victoria, BC V9B 1P3	
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<p>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</p> <ul style="list-style-type: none"> • Gorge Soccer Association • Vancouver Island Soccer League • BC Wrestling Association • Canadian Amateur Wrestling Association • BC Games Society
<p>2. What positions have you held with respect to the foregoing (i.e. question 1)?</p> <ul style="list-style-type: none"> • Board Members on all of the above • Vice President and President BC Vancouver Island Soccer League • Vice President Gorge Soccer Association • Vice President and President BC Wrestling Officials Association • Vice President and President Canada Wrestling Officials Association • Chair of Sports Committee – BC Games Society
<p>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</p> <p>I can look back at all the NPOs' that I have been involved with and can readily state that when I moved on they were left in a better place. I think of starting the first ever free goalkeeping clinic and Vancouver Island, improving areas of competition, increasing financial support for programs, developing system of recognition of officials....</p>
<p>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</p> <p>I have a broad sport experience involving most areas of sport including, officiating, competing as an athlete, coaching, organizing and participation in major games/event, board experience from being a member of a variety of boards and from being a parent of a High Performance athlete.</p> <p>The knowledge and skills that I have gathered from these experience provides me with a common sense approach to problem solving as I am able to see the "whole picture".</p>

5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?

As president, I would be a member of all Committees.

6. What do you see as the biggest challenge before BC Soccer? Why?

1. Meeting the needs of our changing membership to ensure that we can provide the all participants in the province with an environment that they can and will continue to stay active in the game.
2. The low numbers of officials that are involved in the game. The statistics show that we are very low in numbers.
3. Finding a way to encourage participation of the 40+ age groups to become members of BCSA.
4. Establishing a Tier 3 League.

LETTER

To the Members of British Columbia Soccer Association

Please accept this as my application for the position as President of British Columbia Soccer Association. The election will take place at the Annual General Meeting on June 11th, 2015. I will be resigning from my current position as 1st Vice President before the election.

I thank you for your consideration of my application.

I have been a member of the BCSA Board of Directors 7 years and have served as Vice President of Adult and as 1stVice President

It has been pleasure to be a member of the Board of Directors and to be part of the Board that has made so many improvements to the game in the province in the areas of service to members, coaching, grassroots and high performance development, competitions, officiating, governance, and finance.

I welcome the opportunity to work with our Board of Directors in continuing this growth for the future and in meeting the challenges that lay ahead. The current Board is comprised of a diverse and very capable group of individuals.

With the development of the Strategic and Operational Plan for 2016-2019 we are well on the way to ensuring that our sport will continue to grow and, at the same time improve on the needs of the province as a whole.

RESUME

BC Soccer

- Past Chair of Adult Competitions Committee
- Past Member of Women's World Cup Committee
- Past Member of U18 and Beyond Committee
- Past Chair of Recruitment Committees (Executive Director positions)
- Past Chair of Nominations Committee
- Past Member of Finance Committee
- Past Member of Strategic Plan Committee
- Current Member of Grassroots Development Committee
- Current Member of Referee Development Committee
- Current Member of Adult Competition Committee
- Current Chair of Tier 3 Committee

Education and Career

- Educated at University of Victoria
- Taught in Greater Victoria School District for 30 years

Athlete Accomplishment

- Member of Senior National Champion Championship Team (first team from Victoria to win national senior championship)
- 3 time VISL Goalkeeper of the Year
- Danish National Wrestling Champion (Junior)
- Played in Division 1 VISL for 10 years

Soccer Coaching

- Founder of Team Sales Goalkeeping Clinic (provide free goalkeeping for keepers on Vancouver Island)
- Coached Youth Soccer at Landsdowne Evening Optimists and Gorge Soccer Association for 16 years
- Coaches Adult Soccer in Vancouver Island Soccer League for 12 years

Soccer Administration

- Vice President Senior at Gorge Soccer Association for 6 years
- Vice President Gorge Soccer Association 8 Years

- Member of Board of Directors of Vancouver Island Soccer League for 16 years, including 8 as Vice President and 5 as President

Other Sport Administration

- Member of BOD of Canadian Amateur Wrestling Officials Association for 12 years including 4 years as Vice President – International and four years as President
- Member of BOD Canadian Amateur Wrestling Association for 4 years
- Current Member of BOD BC Games Society (responsible for BC Summer and Winter Games and Western and Canada Games) Currently in 4th years as Chair of Sports Committee

Major Event Involvement

- Chaired organizing Committee for two Western Canadian Adult Soccer Championships
- 1987 World Espoir Championships – responsible for officials
- 1993 Char Organizing Committee for the Commonwealth Wrestling Championships – 10 countries involved
- 1990 -1994 Sports Chair Wrestling for the 94 Commonwealth Games (volunteer position)
- 2002 Member of ORG 02 FIFA U19 Women’s World Cup – Vice Chair Operations – responsibilities included transportation, security, accommodations, team liaisons, and training venues
- 2004 Women’s Gold Cup – as above
- 2007 Member of ORG – Vice President Operations – responsibilities included the above with the exception of security

Officiating (Wrestling)

- 3 Pan AM Games
- 3 Commonwealth Games
- 2 Olympic Games
- 20+ World Championships
- 1 Goodwill Games

Honours

- 2002 Canada Official of the Year – Officials Association of Canada
- 2003 BC Sport Official of the Year
- Scholarship established in Brodsgaard Name by BCWOA (BC Wrestling Officials)
- Award created in Brodsgaard Name by CAWOA (Canada Wrestling Officials)
- Inducted into the Canada Wrestling Hall of Fame
- Inducted into the Victoria Sports Hall of Fame in three separate categories

Aiman El-Ramly

NOTE – This individual intends to formally resign current board position directly prior to the elections on June 11, 2016

CANDIDATE FORM

Name of Candidate	Aiman El-Ramly	
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1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?
Richmond Girls Soccer Association: President Richmond Soccer Association: Chair Fusion FC: Vice Chair Vancouver Richmond Girls Soccer Association: Vice Chair Richmond Sports Council: Director Richmond BC Senior Games: Promotions Director
2. What positions have you held with respect to the foregoing (i.e. question 1)?
Chair / President, Vice Chair, Director
3. List your accomplishments on NPO Boards. Please list the NPO's separately.
BC Soccer Strategic Plan Redraft of Discipline Policies BCSA President's Award, twice Hosted dozens of tournaments Successfully chaired two district boundary dispute processes Part of the successful application for an HPL franchise (Fusion FC) Brought the women's Whitecaps to Richmond 3 times Host National women's team training Introduced professional coaching model Personally Coached U5 to women's: 30 separate teams Maximized club funding bringing \$1,000,000 from Gaming and other
4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?
A well-seasoned soccer executive, coupled with significant business acumen Strong executive administrative, financial and procedural ability Excellent and persuasive communicator Qualified coach and referee Well known and respected in the soccer community

5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?
Judicial Governance Strategy
6. What do you see as the biggest challenge before BC Soccer? Why?
Harmonizing procedures within the province Supporting national soccer objectives Balancing the different level of soccer / competing interests for resources

LETTER

Dear BC Soccer Members

I am currently a Director with BC Soccer. I plan on resigning my position at the AGM and putting my name forward for President assuming no other better suited candidate comes forward.

Kind Regards,
Aiman El-Ramly

RESUME

Overview

Aiman, like most who administer soccer, became involved because of his children. Over the last sixteen years he has coached his three daughter's teams as well as many others. Aiman joined the Richmond Girls Soccer Association Board in 2001 as a director and was first elected Chair in 2003. He was the Chair for ten years, the longest running Chair at RGSA. Aiman has also been the Chair of the Richmond District and the Vice Chair of Vancouver Richmond Girls Soccer Association and Vancouver Richmond Fusion FC. He is currently a board member with the BCSA and the Chair of Judicial and the Strategic Planning Committee. Previously he was the chair of High Performance. Aiman enjoys a good kick about with his co-workers and various salty dogs.

Education

- Study of fine arts and design: Emily Carr College of Art and Design and Langara College
- Study of marketing: British Columbia Institute of Technology
- Bachelors of Arts, Psychology and English Literature: University of British Columbia
- Master of Business Administration: Royal Roads University
- Certified Management Consultant: Canadian Association of Management Consultants
(National Honour Roll Member – 1st in BC, 4th in Canada 2005)

Professional Experience

Outside of soccer, Aiman is a successful business person and works within the family businesses as the Chief Strategy officer of ZE PowerGroup Inc. and the Chief Operating Officer of ZE Power Engineering. The businesses have grown substantially since first incorporation in 1995 growing to employ over 200 persons in Richmond and with offices in Houston, Raleigh, London and Singapore. The ZEMA software produced by ZE PowerGroup is an award winning enterprise data management solution. Aiman is directly responsible for business development managing the sales, marketing, communications, strategy, consulting, engineering and human resources departments as well as supporting corporate operations in general.

Prior to joining the family businesses, Aiman was an independent marketing consultant. He worked for BC Hydro marketing energy management programs for several years. Aiman has taught Organizational Behavior at Royal Roads University and continues to be involved with the MBA program.

Other Community Volunteer Experience

Volunteerism has always been part of Aiman's personal resume. He started volunteering with the Boys and Girls Clubs in 1985 and has also supervised youth programs with the YMCA and the Vancouver Neighbourhood Houses. Within Richmond, Aiman has been an active member of the Richmond Sports Council and the Promotions Director for the most attended BC Senior Games in BC history. He has taught business to high school students at Richmond, McMath and Burnett High Schools through Junior Achievement. He judges at Enterprize Canada's annual student business plan competitions.

Key Soccer Achievements

- Board member of BCSA
 - Current Chair Judicial
 - Updated the Discipline Policies with a comprehensive redraft
 - Restructured discipline approaches and procedures with BC
 - Current Chair Strategic Planning Committee
 - Led the development of the current strategic plan
 - Past Chair High Performance,
- Past President of Richmond Girls Soccer Association for ten years
- Past Chair Richmond Soccer Association (Richmond District)
- Past Vice Chair of Fusion FC
- Past Vice Chair of Vancouver Richmond Girls Soccer Association
- Certified Senior Coach and Class 4 Referee
- Two time recipient of the BCSA President's Award
- Led the unification of the Richmond and Vancouver Districts
- Introduced professional administration and coaching model within RGSA
- Successfully Chaired two BCSA boundary dispute processes
- Part of the successful application for an HPL franchise (Fusion FC): Vancouver and Richmond
- Introduced women's soccer to RGSA: winning league and provincial championships (including a team Aiman was co-coaching)
- Personally Coached U5 to adult teams: 30 separate teams in the last thirteen years
- Maximized gaming and other funding, \$1,000,000 to RGSA since becoming President

- A very involved Club and District Chair always working closely with other youth and adult chairs and BCSA to the betterment of soccer in the province
- Richmond as eminent event hosts (direct local involvement during presidency with RGSA)
- Annual Richmond Thanksgiving Tournament
- 2 Provincial A Cups
- 3 Provincial B Cups (awarded the Boys Provincial B for 2014)
- 6 Coastal Cups (planning to host again in 2014)
- 1 Boys Nationals
- 1 BC Premier Cup
- 3 Women's White Caps League games at Minoru (one achieved record attendance)
- 3 Futsal Fiestas
- 2 Futsal Provincials at the Olympic Oval
- 1 National Futsal ID camp
- Women's National Team Olympic training Camp
- Metro Women's Soccer League (MWSL) League Cup

BCSA Specific Desired Qualities, Requisites, Competencies and Skills

- A highly ethical and motivated member of the soccer community; ready to raise and tackle issues
- Works cooperatively to build consensus through leadership
- Critical thinker with formal training and certification in strategy and consultative methodology
- Financially literate and trained with a business degree
- Rich executive and practical soccer background with certification in coaching and refereeing
- Extensive director level involvement in NPO and private organizations
- The author of governance policy for NPOs and private companies as well as structuring and implementing management procedure and practice as a C level executive
- Extensively experienced in soccer and corporate administration managing local, provincial, national and global activities of complex organizational entities
- Implemented the Wellness to World Cup model within RGSA as an administrator and coach, RGSA is always an early adopter and leader in development practices
- Accomplished business leader with significant sales, marketing and communications capability
- Strong fundraising and commercial development skills
- Event management professional organizing dozens of soccer specific events as well as many more international conferences and workshops for ZE PowerGroup and its partners
- ZE Partners with major publishers, other software companies and integrators in the development of events in locations across the world
- Sought after speaker on the topic of global market and energy trends
- Operate the Human Resources function for ZE businesses directly hiring hundreds of persons in the last ten years and the direct implementer of HR policy
- The senior human resource mentor in the business responsible for training and succession
- Broad volunteer experience with direct community engagement and the planning and execution of civic functions
- Consultant to several cities in the development of policy relevant to the energy industry
- Very much involved in stakeholder representation and facilitation of the same

- Risk management expert authoring the trade, risk and credit risk for municipal and private members of the energy industry
- The author of the Coach Code of Conduct and other risk management policy within the RGSA

Chris Appleby

CANDIDATE FORM

Name of Candidate	Chris Appleby	
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LETTER

Members of BC Soccer Association

Re: Election for Director 2016



Please accept this letter and the attached resume as my application for the position of Vice President, Finance in the election at the 2016 Annual General Meeting.

I have been a Director of BCSA for the last six years and have been the VP, Finance for the last four years. I have sat on the following Committees: Finance, Governance, Membership, Risk Management, and Judiciary. Prior to this I was a member of North Shore Youth Soccer Association "NSYSA" District Board since 2003 and its Chair from 2008 - 2010.

I became part of the BCSA Board six years ago because we needed to have more "soccer minded people" on the BCSA Board to represent the BCSA membership. We needed to place emphasis on member-driven goals before venturing off on new initiatives and we needed to get our "Financial House" in order. It is my belief that we have made great strides in these two areas over the last six years (we own our own Building outright, updated the budgeting and forecasting processes) BUT there is still more work to be done to get us to where we need to be.

My experience and interests are especially in finance/management, competitions, discipline, and development. I hope that you will consider my experience and qualifications appropriate to help address what the association requires.

Over the next two years we need to continue building up our financial strength while at the same time servicing the needs of ALL of our Members to the best of our abilities. So we:

1. **must continue to build on being financially disciplined and committed to restoring the Associations financial health.**
2. **be focused MORE on members' priorities.**
3. **must continue to set priorities for BCSA staff and ensure these priorities are being met.**

4. must continue to be the public face of the Association.

In closing, thank you for considering me as one of your representatives on the BC Soccer board.

Chris Appleby
North Vancouver, BC

RESUME

Soccer Board and Committee Experience and Achievements

2010 – to date	Director at BCSA
2003 – 2010	North Shore Youth Soccer Association (Chair since 2008)
1995 - 2003	Lynn Valley Soccer Association - (Boys) – from Mini Director, Treasurer, and President from 1999 to 2003

“On the Field” Soccer Experience

1993 -1999	Lynn Valley Soccer Club - Coach
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Other Board and Committee Experience and Achievements

2010	Lions Gate Hospital Foundation – Member of the Golf Committee
1998 - to date	United Way of the Lower Mainland Account Executive – calling on Local Business to solicit employee involvement in annual campaign

Business Career

August 14 th , 2015	Retired
1981 to Aug 2015	The Toronto-Dominion Bank Manager Cash Management since 1991

Education

BA in Economics, University of BC 1976- 1981
Concentration in economics, mathematics, and statistics.

Family/Personal

Born June 23rd, 1958. Married to Sandy since 1982 with two adult children

Rob Lennox

CANDIDATE FORM

Name of Candidate	Rob Lennox	
Address	27 – 1550 Larkhall Crescent	
City & Postal Code	North Vancouver, B.C. V7H 2Z2	
Day Time Telephone	604.230.1317	Mobile 604.230.1317
E-Mail	roblennox@shaw.ca	

7. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?

1. West Vancouver Soccer Club
2. North Shore Youth Soccer Association (District)
3. 5 District Girls Soccer League
4. British Columbia Soccer Association

8. What positions have you held with respect to the foregoing (i.e. question 1)?

1. Director, Girls Coordinator, Vice President, President
2. Director, Chair
3. Director, Chair
4. Director, Vice President Youth, Chair of Various Committees

Please refer to attached letter/resume for other positions

9. List your accomplishments on NPO Boards. Please list the NPO's separately.

Over the course of my terms I have handled many difficult issues and conflicts. I have worked with many members to assist them through challenging issues.

As part of a collaborative team I have worked with Board and Staff to advance the game of soccer and to improve services to the membership. These were all team, not individual, efforts.

10. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?

- 35 + years' experience in Human Resources & Labour Relations Management
- Experienced in dealing with difficult situations
- Willing to take on challenging and potentially controversial issues
- Proven ability to assist parties in resolving issues
- Customer Service Focused
- Understand the game of soccer from an administrative, coaching, and referring perspective

11.If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?

- Governance & Membership – Current Chair – I am known as a rules oriented person
- Youth Competitions – Long standing interest in competitions, regional, provincial, and national
- Grassroots Development –This is where the foundation of a lifelong love of the game begins

12.What do you see as the biggest challenge before BC Soccer? Why?

- Expanding the membership throughout the province to foster growth of the game
- Inclusiveness – Expand membership options for other than 11 v 11 soccer
- Expand alternative delivery methods of some of our courses
- Promote the introduction of the Club Charter process

LETTER



To The BCSA Membership

As I reflect over the past ten years, since you first elected me to the Board, I can honestly say that I have enjoyed the experience and sincerely believe that I have contributed to making a difference. The current Board has accomplished many good things and brought BC Soccer to a new level on behalf of the membership. I am pleased to have been a part of that achievement. We face many complex challenges and I look forward to continuing to be a part of BC Soccer's leadership team as we work to bring resolution to these issues and to enhance service to, and programs for, the benefit of the membership. I have been encouraged to stand for re-election, thus I humbly offer my experience and service in good faith to you for the position of First Vice-President.

Many of the issues we have faced have been challenging. However, I believe we have been fair and consistent and looked at each case on its own merits. With a lot of teamwork, committee meetings, communication and cooperative consultation with our membership, and continuous learning, I believe, as 1 of 14 Directors, that I have made a contribution and that we, as a team, have worked hard to represent the interests and growth of our game for the entire soccer community throughout the province in an ethical manner and with integrity.

I believe I have contributed to BC Soccer meeting the objectives I set out in my re-election bid two years ago. While I believe that considerable progress has been made towards our objectives, as set out in our strategic plan, I recognize that there is still much ongoing work to be done. I am proud to have been, and wish to continue, with your support, to be a part of that progress.

I want to recognize the efforts of our staff in achieving our goals, for the support they provide to the Board and our various committees, and firmly believe that we need to continue to provide them with the tools, technology and direction to allow them to do their jobs more efficiently in providing the

membership throughout the province with the services they should expect from our Provincial Association.

We also need to work diligently as an organization to continue to enhance our image and our professionalism to advance and market our sport through advertising and publicizing our success and the successes of our membership's teams in all levels of competition. We need to elevate the marketing of our competitions to those not directly involved in the soccer world ie: media, politicians both locally and provincially etc.

I welcome questions from the membership at the "All Candidates" meeting May 25, 2016 and respectfully request your continued support as I offer my service for the position of First Vice-President in the elections at the AGM.

Yours in Soccer

Rob Lennox

RESUME

BACKGROUND

EDUCATION

1978 Business Certificate in Administrative Management
British Columbia Institute of Technology - Burnaby, B. C.

EMPLOYMENT

I am retired from full time employment after having been employed in the Human Resources / Labour Relations field for over 35 years.

I presently have a part time summer position as a Course Marshal at my local golf course.

PERSONAL INFORMATION

British Columbia Soccer Association – BC Soccer

- Re-Elected Vice President Youth June 2010, 2012 & 2014
 - Current Chair Governance & Membership Committees
 - Member & Past Chair Judiciary Committee
 - Member & Vice Chair Youth Competitions Committee
 - Member & Vice Chair Grassroots Development Committee
 - Member Referees Committee
 - Have attended 6 National Championships as Head of Delegation
- Elected Vice President – Youth June 2009
 - Chair Discipline Committee

- Member Constitution and Rules Committee
- Member Competitions Committee
- Panel Member C.S.A. Appeals Committees
- Director 2006 – 2009
- 2007-2009
 - Chair Discipline Committee
 - Member Constitution and Rules Committee
 - Member Competitions Committee
- 2006-2007
 - Member Discipline Committee
 - Member Constitution and Rules Committee
 - Member Competitions Committee
 - Member Offices Services Committee
- Prior to 2006
 - Member Provincial Competitions Working Committee
 - B.C. Class 3 Certified Referee (not currently active)
 - First BCSA Referee Certification achieved 1967
 - Member B. C. Soccer Referees Association
 - Former Certified Class 5 Referee Instructor
 - N.C.C.P. Level 3 and C License Certified Coach (1994)
 - Provincial B Prep Coach (1996)
 - Former Certified Coaching Instructor – N.C.C.P./C.S.A.
 - Technical & Theory Programs

Birth Date: June 8, 1951

Marital Status: Married since 1975 - 2 Adult Children, 2 Grandchildren

Sports & Interests: Soccer, golf, carpentry, camping.

Affiliations: Human Resources Management Association of B. C.
Member 1980 - 2001

Soccer Experience: West Vancouver Soccer Club 1989 - Present

- President 1998 - 2001
- Former Vice-President and Divisional Girls Coordinator
- Club Representative on many West Vancouver Parks committees reviewing planning, fields, lighting, etc
- Coach/Manager since 1987
 - Youth and Metro Women's
- Current Coach
 - Metro Women's Div. 2 West Van Allstars
 - Awarded Life Membership 2001
 - Awarded Coach of the Year 2004-2005
- North Shore Youth Soccer Association 1992 - 2006
 - Chairman 2004 – 2006

- Director 1992 - 2004
- Provincial Cup Coordinator/Scheduler
- Lower Mainland Girls 5 District Soccer League 1992 - 2006
 - Chairman 1995 to 2006
 - Statistician and Cup Scheduler
- Founding member of Coastal Classic Cup

Chuck Bennett

CANDIDATE FORM

Name of Candidate	Chuck Bennett	
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1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?
<ul style="list-style-type: none"> • 2001-2015: BC and Yukon Community Newspaper Association. • 2005-2010: Canadian Community Newspaper Association • 2012-2015: Canadian Community Newspaper Association • 2008-2016: Nelson Youth Soccer • 2008-2014: Nelson and District Chamber of Commerce • 2012-2015: Boundary Country Regional Chamber of Commerce • 2008-2010: Nelson Rotary Club • 1999-2007: Similkameen/Keremeos Chamber of Commerce
2. What positions have you held with respect to the foregoing (i.e. question 1)?
<ul style="list-style-type: none"> • BC and Yukon Community Newspaper Association: President – two one-year terms • Nelson and District Chamber of Commerce: President – two-year term • Nelson Youth Soccer: Chair, 2009-2016 • Boundary Country Regional Chamber of Commerce: President-two-year term • Similkameen/Keremeos Chamber of Commerce: President – one-year term
3. List your accomplishments on NPO Boards. Please list the NPO's separately.
<p>BC and Yukon Community Newspaper Association</p> <ul style="list-style-type: none"> • Second two-term president in association's history • Represented Black Press on this board • Awarded Lifetime Membership in 2015 <p>Canadian Community Newspaper Association</p> <ul style="list-style-type: none"> • Part of board that created co-management committee that brought all Canadian newspapers under management team. • Chair numerous committees • Represented Black Press on this board <p>Nelson and District Chamber of Commerce</p> <ul style="list-style-type: none"> • Served on board and as president during purchase and development of \$4 million dollar project to restore and development former CPR train station into chamber offices and local area Visitor Information Centre. This building was completed in 2016. <p>Nelson Youth Soccer:</p> <ul style="list-style-type: none"> • Chaired this association from 2009 to 2015

<ul style="list-style-type: none"> • Led association through purchase of indoor facility from private company • Led association to sign technical contract with Vancouver Whitecaps. That also led to the establishment of a Vancouver Whitecaps Soccer Academy
<p>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</p>
<ul style="list-style-type: none"> • Strong background in business, HR, budgeting and financial management. Oversaw Kootenay division of 16 newspapers and one Press/Mailroom center for Black Press. • I been involved in soccer as a player, coach, referee and organizer • I have lived throughout the province of B.C, including Vancouver Island as well as the interior of the province and I think I have a strong understanding about issues facing rural soccer districts such as Nelson.
<p>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</p>
<ol style="list-style-type: none"> 1. Finance: Because of my background in business I believe I have a solid foundation of skills that I would bring to this committee 2. Governance: I have always enjoyed the governance of non-profits and have been involved in many different types. I believe strongly that when governance, whichever model is chosen, is done well it leads to an effective organization 3. Competitions: I am very interested in the competitions committee because it impacts all clubs and districts in the province and I think my regional background lends well to an understanding of the needs of our membership
<p>6. What do you see as the biggest challenge before BC Soccer? Why?</p>
<p>Declining membership at the older ages of youth. I believe that all organized sports are struggling with this age and soccer is certainly no different. The world is changing daily and our teenagers today have so many more options and things to do with their time. Because of that I feel that we need to a hard look at how we retain these players. I don't believe that we need to overhaul our system, because I think soccer in our province is very health. However, I do believe that we need to start to focus more of our resources and energies on this challenge because its impact with be felt beyond youth soccer and into our adult soccer</p>

RESUME



Formal Education

- Bachelor of Arts, UVic, double major in English and History
- Executive Certificate in Leadership and Management, TRU

Work Experience

- Group Publisher, Black Press – 2007-2016
- Owner, Osoyoos Times, Keremeos Review, Okanagan Falls Review, Boundary Creek Times – 1999-2007

Coaching/Playing/Referee

- I have been coaching for many years, but since I moved to Nelson in 2007 I have been involved with our rep program. I have coached at all levels and am currently the U18 girls coach.
- I am certified BC Soccer Referee
- I have enjoyed a life-long love of soccer and continue to play recreationally in Nelson. Having lived in numerous communities throughout the province, I have had the pleasure of playing soccer in many different communities, including Victoria, Penticton, Kelowna and Nelson.

Volunteering

- 2001-2015: BC and Yukon Community Newspaper Association
- 2005-2010: Canadian Community Newspaper Association
- 2012-2015: Canadian Community Newspaper Association
- 2008-2016: Nelson Youth Soccer
- 2008-2014: Nelson and District Chamber of Commerce
- 2012-2015: Boundary Country Regional Chamber of Commerce
- 2008-2010: Nelson Rotary Club
- 1999-2007: Similkameen/Keremeos Chamber of Commerce

Don Dancey

CANDIDATE FORM

Name of Candidate	Don Dancey	
Address	# 74, 15875 20 th Avenue	
City & Postal Code	Surrey V4A 2B1	
Day Time Telephone	604.535.8956	Mobile 778.388.5447
E-Mail	dondancey@telus.net	

1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?
I was on the Vancouver Youth Soccer Association Board
2. What positions have you held with respect to the foregoing (i.e. question 1)?
I held many positions: Scheduling Secretary, Discipline Chair, Referee Scheduler, 3District member, Vice Chairman and Chairman.
3. List your accomplishments on NPO Boards. Please list the NPO's separately.
I helped set up the Pyramid of Play. I was a founding member of the Metro Select League. I was an original member of the 3District League. I helped to set up Performance Bond rules that are still in use today.
4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?
I have the ability to listen to all areas of the Province and bring their ideas to the table. I am a team player who believes that not one person can do things by themselves.
5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?
I currently sit on 4 Committees. Youth and Senior Competitions are my main ones and I would like to continue on them as they lead directly to the CSA Competitions Committee that I sit on. I have enjoyed Finance and I would like to continue. I have sat on Discipline cases and I would like to continue to do that also.
6. What do you see as the biggest challenge before BC Soccer? Why?

We will need to continue to work with the Interior of the Province. We need to bring up registration numbers and this could start in the Interior. We have a large Province and soccer does go past Hope and we all need to work together.

Carlos Grosso

CANDIDATE FORM

Name of Candidate	Carlos Grosso	
Address	N/A	
City & Postal Code	N/A	
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E-Mail	Carlos8@shaw.ca	

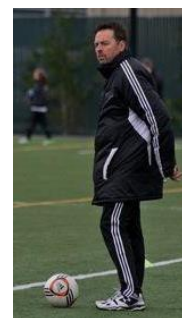
RESUME

Objective:

I am seeking re-election to the BC Soccer Association's Board of Directors for the upcoming twoyear term (2016 – 2018).

Goals & Accomplishments:

Being a long term coach and board member in the Youth environment, now bolstered by a two-year post as a Director on the BCSA Board, has provided insight to the challenges we face in retaining and developing players.



Goals

- Continue the development of elite BC players through the BCSPL and the High Performance Pathway.
- Continue to work towards reducing the exodus of players, particularly female youth players, from the game. Too many players are falling away once the elite programs identify and select their teammates. Our organization must continue to nurture the passion for the game for all players as they transition from Youth to Senior.
- Continue to support the Senior Leagues.

Accomplishments

While there is still more work to be done, as the chair of the BCSA High Performance Committee I am proud of what we and the organization have done to support the game including:

- Introduction of High Performance License which is a free service designed to assist and support all the BCSPL franchise clubs in improving the high performance environment in BC.
- Working with the Technical Director to evolve high performance player development through the introduction of the High Performance Program that supports the BCSPL and other programs in the player pathway. In the past year and a half, over 30 players have moved from BCSPL thru the High Performance Program to the Whitecaps REX program. About half of these players have participated in National Team camps and 7 have played internationally for Canada.
- Introduction of Club Charter Program which is designed to assist and support members and their affiliated soccer clubs with the objective of providing players, parents, referees and coaches assurance that a charter club is operating and meeting set standards.

Board Experience (NPOs):

- **2014 – 2016:** BCSA Board of Directors
- **2012 - 2014:** Director of Mountain United Football Club (BCSPL)
- **2005 – 2014:** VMSL Board of Directors
- **2014 – 2016:** Portuguese Club of Vancouver Board of Directors
- **2004 – 2014:** President of Portuguese Club of Vancouver (6 Senior teams)
- **2004 – 2005:** President of Westcoast Over 30 League

Committee Experience:

- BCSA High Performance Committee Chair (2014-Present)
- Tier 3 Committee Vice Chair-Present
- Adult Competitions Vice Chair-Present
- Women In Soccer Vice Chair-Present
- Finance Committee-2014-2015

Certifications (Soccer):

Designation	Year Issued
▪ B Provincial License	2010
▪ B Prep Test	2009

Certifications (Professional):

Designation	Year Issued
▪ Licensed Real Estate Agent	2003 by RECBC (re-issued every two years)
▪ Diploma in Operations Management & Industrial Engineering	1986 by BCIT

Coaching Experience:

Year	Club	Level/Position	Accomplishments
2013-2016	Mountain United FC (2000 Girls)	BCSPL/Asst Coach	'13 Provincial Champions '13, '14 League Champions
2012	Mountain United FC Champions (2000 Girls)	BCSPL/Head Coach	NWCL
2004 – 2012	BCCGSL clubs	House/Gold/Select Coach	

Playing Experience

- **Youth** Portuguese Canadians
- **Senior** Division 1 and 2 soccer with PCOV and Sporting Club
- **Over 30's** Master's Premier Division with PCOV
- **Over 40's** Columbus

Professional History

- 2003 – Present Realtor
- 2012 – Present Manager, Orca West Developments

Edward M. Kennedy

CANDIDATE FORM

Name of Candidate	Edward M. Kennedy	
Address	#8-9025 216 th Street	
City & Postal Code	Langley, B.C. V1M 2X6	
Day Time Telephone	604.371.3323	Mobile N/A
E-Mail	Fasteddie12@shaw.ca	

3. List your accomplishments on NPO Boards. Please list the NPO's separately.

Please refer to the Cover Letter.

4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?

As stated in the Cover Letter and Resume.

5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?

I would serve on any committee that would allow me to utilize and draw upon my work and life experiences. I am open to all committees but ideally, I would prefer Finance, Judicial, Discipline, Nomination and Risk Management.

If I am successful in my efforts to seek re-election, I would like to serve on both the Adult and Youth Competition Committees.

6. What do you see as the biggest challenge before BC Soccer? Why?

There will always be challenges as the Association continues to grow and diversify. Some of the challenges that I see, but are not limited to:

1. Research and ultimately implement a Membership Services Databank that is compatible with Leagues and Districts, which would streamline many of the annual administration tasks. Specifically, this databank/software system would permit player, referee and volunteer registration, scheduling of referees, course registrations and team management.
2. Improve and implement the use of technology available from our present financial institution (i.e. EFT – Electronic Funds of Transfer).
3. Continued improvement in the nomination process in order to ensure a list of strong candidates is developed for presentation to the membership at Annual General Meetings.
4. Develop a well defined succession plan for appointed Board positions, including the President, the Executive Director and each of the Staff Director positions.
5. Continue to develop and strengthen our relationship with the Whitecap's Soccer Club.
6. Create and facilitate ongoing opportunities for open, honest and inclusive dialogue with the membership.

LETTER

April 28th, 2016

Attention: BC Soccer Membership

Please accept this letter as confirmation of my interest in being considered for re-election as a Director for the BC Soccer Association.

It has been my pleasure to serve on the BC Soccer Board for the past several years. Combining my past experiences on the BC Soccer Board, and my work and life skills, I believe I continue to be a worthy candidate.

I was first elected to the Board in 2002. During my time on the Board, I have served two terms as the Chair of the Technical Committee, now known as the Soccer Development Department. In addition, I have served three terms as the Vice-President of Finance. Some of the other committees that I have served on include:

- Office Services (since disbanded)
- Nominations (Chair in 2007, 2009, 2012, and 2015)
- Core Review (since disbanded)
- Whitecaps Focus Group (since disbanded)
- Competition
- Governance
- Risk Management

During the past two years, I have served on the Judicial, Women in Soccer Working Group, Strategic Plan and Sub-Finance Committees. In addition, I have been the chair of the Risk Management Committee.

In serving on the aforementioned committees, I have used my time as an opportunity to gain a full and better understanding of how the various committees function and the challenges they face. I firmly believe that I have been an active and contributing member to all these committees. In turn, I can better appreciate the importance of each group, and their interconnectedness, to the overall goals, vision and direction of the BC Soccer Association.

For each of the years I have served on the Board, I have found that each year brings new challenges and opportunities to look at our sport from a new angle. In my former position as the Vice-President of Finance and as a member of the Finance Committee, I believe we have achieved great success in addressing the challenges associated with meeting and surpassing the overall yearly budget forecasts submitted and approved by the membership. As well, we have made great strides in the reporting of the Association's financial progress to the membership. It is now more user-friendly which lends to greater understanding and increased communication by all stakeholders.

It is a matter of record that the association has purchased their own premises from cash resources. As such, the new premises are debt-free and the contingency fund now stands at a healthy \$1,000,000 +. With our cash flow significant and stable, the financial health of the association has been restored and it has never been so strong. Personally, I have been honoured to be part of the Financial Committee and take great pride in what the committee has collectively been able to achieve to date.

In addition to my personal involvement with the BC Soccer Association and my commitment to the game of soccer, I am pleased to share that I have three children who are actively involved in coaching and eight grandchildren who play competitive soccer. In addition, one of my daughters serves as a Senior Board Member for her local AYSO (American Youth Soccer) Region and I have a son-in-law who is an active referee for select level soccer. Their experiences in navigating the sport also serve to heighten my interest and commitment to helping our association to grow and develop.

During my fifteen-year tenure on the Board, I feel very fortunate to have worked with so many hard-working and dedicated staff and Board members who are passionate about the game of soccer.

Thank you in advance for considering my application. Please find attached an overview of my work and sports background as it relates to my life experiences.

I am committed, eager and excited to continue working for this great organization. Should members of the BC Soccer Association membership require additional information, please do not hesitate to contact me by phone at 604-371-3323, or by email: fasteddie12@shaw.ca.

Respectfully submitted,

Edward M. Kennedy

RESUME

Objective

To continue to utilize my work experience (finance and banking) and life experience (coaching and managing youth sports) to grow, support and develop the organization that complements my passions and interests. During my employment years, I worked in many different areas of the banking industry: Branch Operations, Training, Human Resources and Commercial Credit Adjudication. Throughout my life, I have been involved in many areas of youth and senior sports and activities that focus on personal development and leadership: youth soccer coach, youth softball coach and manager, Cub Scout Leader (Beavers), BC Provincial soccer programs, BC Senior Summer Games volunteer and participant.

Education

- Burnaby North High School, Graduate
- Simon Fraser University, Burnaby, BC – courses relating to financial matters
- British Columbia Institute of Technology (BCIT), Burnaby, BC – Certificate in Financial Planning
- NCCP Coaching Certification – “C” License

Interests/Activities

- Family Activities – hiking, camping, biking, golf
- Soccer – Coaching, managing and administration
- Soccer – participated in youth leagues from age 8-17; played 10 years in an Old Timer’s league
- Slo-Pitch Softball- Huntsman World Senior Games, Men’s Slo-pitch leagues and BC Senior Games
- Volunteer – BC Senior Games

Work Experience

- Bank of Nova Scotia, retired November 2004 (43 years of service; 22 years as a Branch Manager)
- Bank of Nova Scotia, November 2004- December 2008 – temporary contracts in relief assignments and special projects.

Volunteer Experience

I have been actively involved in the coaching and management of various female and male sport teams since 1975. My experience includes:

Coach

- Coed youth soccer in Chilliwack 1979-1980
- Various girls soccer teams in Chilliwack 1980-1982
- Various teams in Chilliwack Minor Youth baseball and softball, 1980-1982
- Burnaby Heights United Celtics, Boys Soccer 1982-1991
- Wesburn Angels Girls Soccer, 1983 (co-coach)

- Burnaby Canadian Tigers, Select Division-MWSL (co-coach)
- Coach/player – Bonsor Community Co-ed Slo-Pitch 2005-2007

Manager

- U16 Coquitlam United Thunder, 1986 Provincial Champions and National Games participant (St. John, New Brunswick)
- U16 Girls Provincial Soccer Team 1989
- Western Canada Women’s Provincial Soccer Team, 1989
- U18 Girls Provincial Team 1991
- Canada Summer Games, Women’s Provincial Team 1993
- Western Canada Games, Men’s Provincial Team 1995 and 1999

Mission Staff

- Western Canada Games, 1995 and 1999 (Men and Women’s Provincial Team)
- Canada Summer Games, 1997 and 2001 (Men’s Provincial Team)

Other

- Participant & volunteer BC Senior Games-2012,2014-2016
Silver medal in Senior Slo-pitch -2012,2014-2015

References

Mr. Carmen Morelli, Former Coach,
Western Canada Games 1995 & 1996
Canada Summer Games 1997 & 2001

Mr. Alan Churchard, Former Technical Director
British Columbia Soccer Association

Mr. Mike Gilmore, Lifetime Member
British Columbia Soccer Association
Elected Member – Burnaby Sports Hall of Fame